

FCC Unit Address List

FCC Unit	Address	City	State	Postal
0561	5720 El Camino Real	Carlsbad	CA	92008
	1110 Orange Ave	Coronado	CA	92118
	11855 Palm Dr	Desert Hot Spring	CA	92240
	83473 Avenue 45	Indio	CA	92201
	81557 Dr Carreon Blvd	Indio	CA	92201
	41725 Cook St	Palm Desert	CA	92211
	44425 Town Center Way	Palm Desert	CA	92260
	440 S El Cielo	Palm Springs	CA	92262
	10450 Pacific Center Ct	San Diego	CA	92121
	8949 Ware Ct	San Diego	CA	92121
	3051 Clairemont Dr	San Diego	CA	92117
	13179-1 Black Mountain Rd	San Diego	CA	92129
	8925 Ware Ct	San Diego	CA	92121
	7500 Kickapoo Trail	Yucca Valley	CA	92284

Federal Communications Commission Washington, D.C. 20554	OMB 3060-1033 September 2003	FOR FCC USE ONLY
FCC 396-C		
Multi-Channel Video Program Distributor EEO Program Annual Report		FOR COMMISSION USE ONLY FILE NO. B396 - 20160923ACJ
Read INSTRUCTIONS Before Filling Out Form		

SECTION I IDENTIFYING INFORMATION

A. Name of Operator:

TIME WARNER CABLE

MSO Name:

CHARTER COMMUNICATIONS

B. Employment Unit's Mailing Address

7910 CRESCENT EXECUTIVE DRIVE

City

CHARLOTTE

State

NC

Zip Code

28217-

FCC Registration Number:

0024928004

Emp. Unit ID # 0561

Application Purpose☒ New Program Report☐ Amendment to Program Report☐ Supplemental Investigation Sheet (SIS) Attached

C. County and State in which unit's employment office is located

SAN DIEGO, CA

D. Category of Respondent (check applicable box)

☐ Fewer than six (6) full-time employees during the selected payroll period: Complete Sections I, II and V☒ Six (6) or more full-time employees during the selected payroll period: Complete ALL sections of the Form 396-C and the Supplemental Investigation Sheet, if attached

E. Pay Period Covered by this Report (inclusive dates) 07/01/2016-07/14/2016

F. Attachments: (See "Exhibit" buttons, below.)

SECTION II COMMUNITY INFORMATION

System Communities Comprising Local Employment Unit

Ident No.	Name of Community	Location (State)	Type
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Review the list of communities served on the previous year's submission and attach as Exhibit A [Exhibit 1] any additions or deletions, using the format noted above. NOTE: APPLICABLE ONLY TO CABLE OPERATORS AND NOT TO OTHER MVPD UNITS.

SECTION III EEO POLICY AND PROGRAM REQUIREMENTS

Check YES or NO to each of the following questions. If answer to any question below is NO, attach as Exhibit B an explanation.

[Exhibit 2]

1.	Have you complied with the outreach provisions of the FCC's MPVD Equal Employment Opportunity Rule, 47 C.F.R. Section 76.75(b), during the twelve month period prior to filing this form?	☒ Yes ☐ No
2.	Do you disseminate widely your EEO Program to job applicants, employees, and those with whom you regularly do business?	☒ Yes ☐ No
3.	Do you contact organizations, media, educational institutions, and other potential sources of applicants for referrals whenever job vacancies are available in your organization?	☒ Yes ☐ No
4.	Do you undertake to offer promotions to positions of greater responsibility in a nondiscriminatory manner?	☒ Yes ☐ No
5.	To the extent possible, do you seek out entrepreneurs in a nondiscriminatory manner and encourage them to conduct business with all parts of your organization?	☒ Yes ☐ No
6.	Do you analyze the results of your efforts to recruit, hire, promote, and use services in a nondiscriminatory manner and use these results to evaluate and improve your EEO program?	☒ Yes ☐ No
7.	Do you define the responsibility of each level of management to ensure a positive application and vigorous enforcement of your policy of equal employment opportunity and maintain a procedure to review and control managerial and supervisory performance?	☒ Yes ☐ No
8.	Do you conduct a continuing program to exclude every form of prejudice or discrimination based upon race, color, religion, national origin, age, or sex from your personnel policies and practices and working conditions?	☒ Yes ☐ No
9.	Do you conduct a continuing review of job structure and employment practices and maintain positive recruitment training, job design, and other measures needed to ensure genuine equality of opportunity to participate fully in all organizational units, occupations, and levels of responsibility?	☒ Yes ☐ No

SECTION IV ADDITIONAL INFORMATION

You may provide as Exhibit C any additional information that you believe might be useful in evaluating your efforts to comply with the Commission's EEO provisions. There is no requirement to provide additional data or information.

[Exhibit 3]

SECTION V CERTIFICATION

This report must be certified as follows:

- A. By the individual owning the reporting system if individually owned;
- B. By a partner, if a partnership; or
- C. By an officer, if a corporation or association.

I certify that to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed 	Title VP, EMPLOYEE RELATIONS & REGULATORY COMPLIANCE
Date 9/27/2016	Name of Respondent KENDRA THORNTON
Telephone No. (include area code) 7047313337	

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

Exhibits

2016 Recruitment Initiatives

CFR § 76.75 (b) (2)

FCC Unit: 0561

1. Participation in at least two job fairs by personnel who have substantial responsibility in the making of hiring decisions.

Miramar Job Fair

-) June 24, 2016
-) San Diego, CA
-) TWC Representation: Recruiter
-) Targeted Positions: All open positions
-) Attendees: Over 100

Miramar Job Fair-Military Spouse Job Fair

-) July 27, 2016
-) San Diego, CA
-) TWC Representation: Recruiter
-) Targeted Positions: All open positions
-) Attendees: Less than 100

14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

Valuing Employees

Employees at this Time Warner Cable FCC unit participated in the Valuing Employees training. This class is a one half day highly interactive training for people leaders designed to communicate how employment law, the TWC Standards of Business Conduct and other TWC policies directly impact the company's overall business success. The goal of this training is to improve each leader's ability to foster teamwork and create a productive work environment in an equal employment opportunity environment.

This training is overseen by the Corporate Employee Relations department and conducted by a member of the local HR team.

2016 FCC Unit Outreach Source List

0561 San Diego

San Diego, CA

Agency Name	City	State	Zip Code	Recipient Email	Phone #
WORKABILITY PROGRAM	San Diego	CA	92108	jcook@sdccd.edu:JENNIFER COOK/WORKABILITY COORD	6193886983
South Metro / Grant Hill Branch	San Diego	CA	92102	frunez@cet2000.org:Fernando Nunez	619-527-4895
Center For Employment Training -- San Diego	San Diego	CA	92102	doram@cet2000.org:Dora Mendivil	619-527-2245
San Diego Braille Club	San Diego	CA	92103	jacksonfundraiser@gmail.com:Jacqueline Jackson	619-298-5021
Cement Masons	San Diego	CA	92103	opcmaiintl@opcma.org:Pat Finley	619-291-6930
SAN DIEGO COMMUNITY COED CULTURAL CMLPX	San Diego	CA	92113	delliott@sdccd.edu:DOUG ELLIOT	6193884881
SAN DIEGO VET CENTER	San Diego	CA	92106	michael.groninga@va.gov:DR. KAREN SCHOENSELD	8586421500
San Diego Metro Career Center	San Diego	CA	92105	davidshea@workforce.org:David Shea	619-516-2200
San Diego South Metro Career Center	San Diego	CA	92113	david.patton@edd.ca.gov:David Patton, david.silva@edd.ca.gov :David Silva, joe.muniz@edd.ca.gov:Joe Muniz, rhernand@edd.ca.gov:Ricardo Hernandez, santy.canonizado@edd.ca.gov:Santy Canonizado, steven.segobiano@edd.ca.gov:Steven Segobiano, william.taylor@edd.ca.gov:William Taylor	619-266-4200
DEAF COMMUNITY SVC-SAN DIEGO	San Diego	CA	92103	judy.smith@edd.ca.gov:Judy Smith, naomi.valenzuela@edd.ca.gov:Naomi Valenzula	6192664270
PRESBYTERIAN URBAN MINISTRIES	San Diego	CA	92102	counselor@pumsd.org:ROGER CHRISTIANSEN	6192322753
Able -Disabled Advocacy	San Diego	CA	92103	eddielarazi@yahoo.com:Eddie Tarazi	619-231-5990
USDOL-VETS	San Diego	CA	92126	moran.joseph@dol.gov:Joseph Moran	858-689-6008
Wounded Warrior Project	San Diego	CA	92106	mbarnes@woundedwarriorproject.org:Marcus Barnes, mloubert@woundedwarriorproject.org:Michael Loubert	
US MARINE CORPS TRANSITION ASSISTANCE PROGRAM	San Diego	CA	92140	mina.threat@usmc.mil:MINA THREAT/TAP	6195248440
US NAVY TRANSITION ASSISTANCE PROGRAM	San Diego	CA	92106	charles.l.reed1.ctr@navy.mil:CHARLES REED/TAP	6195538306
ACCESS, INC	San Diego	CA	92111	nlsponner@gmail.com:NONA SPOONER	
CALIFORNIA DEPT OF REHABILITATION	San Diego	CA	92108	mnickers@dor.ca.gov:MELISSA NICKERSON	6197672124
MARINE CORPS AIR STATION MIRAMAR	San Diego	CA	92145	john.e.poole2@usmc.mil:JOHN POOLE	8585774099
CASA DE SERVICIOS	San Diego	CA	92154	casa_serv13@hotmail.com:JORGE ARANGURE	6194231901
VETERANS VILLAGE OF SAN DIEGO	San Diego	CA	92110	ken.rae@vvsd.net:Ken Rae	6194970142
Troops to Engineers	San Diego	CA	92182	jpederson@mail.sdsu.edu:Josh Pederson	619-594-5849
Home Start, Inc	San Diego	CA	92105	SSimmer@home-start.org:Sandra Simmer	6192293660
Center for Employment Opportunities	San Diego	CA	92101	info@ceoworks.org:null	619-318-2117
Urban League Of San Diego County	San Diego	CA	92102	ceo ray king ray.king@sdul.org:Maurice D	619-263-3115
National Association Of Women In Construction (Nawic) San Diego Chapter #21	San Diego	CA	92110	pbrown1@san.rr.com:Pat Brown	858-354-1175
EMPLOYMENT & COMMUNITY OPTIONS	San Diego	CA	92108	kmavel@communityoptions.org:Kristine Marvel, mhorttor@communityoptions.org:Myles Horttor	619-285-1791
Society Of Women Engineers	San Diego	CA	92123	president@swesandiego.org:Mandira Sudame	212-509-9577
PARTNERSHOPS WITH INDUSTRY	San Diego	CA	92108	jnewman@pwiworks.org:SENIOR PLACEMENT SPECIALIST	6196811999
San Diego Workforce Partnership	San Diego	CA	92105	ernestorivera@workforce.org:Ernest Rivera	
Catholic Charities Diocese of San Diego Refugee Services	San Diego	CA	92120	mmartin@ccdsd.org:Martha Martin	6192879454
Union of Pan Asian Communities	San Diego	CA	92102	lpassons@upacsd.com:JOB POSTINGS	6192326454
Mental Health Systems	San Diego	CA	92110	kyoung@mhsinc.org:Kathy Young	619-851-6458
CULVER CAREERS	San Diego	CA	92121	corporate@culvercareers.com:TIMO MASALIN	8582782312
DRESS FOR SUCCESS	San Diego	CA	92101	sandiego@dressforsuccess.org:JOB POSTINGS	6195336014
SER Jobs for Progress/Carlsbad Hiring center	Carlsbad	CA	92008	serjvera@hotmail.com:Jesus Vera/ Eli Siqueros	7609298121
Indio Workforce Development Center	Indio	CA	92201	clint.miller@edd.ca.gov:Clint Miller, emagana@rivcoeda.org:Elena Magana, frederic.straight@edd.ca.gov:null, jason.gilbert@edd.ca.gov:null, jservin@rivcoeda.org:null, wendell.crawford@edd.ca.gov:null, wfrederick@rivcoeda.org:null	760-863-2600
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Union of Pan Asian Communities	San Diego	CA	92102	lpassons@upacsd.com:JOB POSTINGS	6192326454
Mental Health Systems	San Diego	CA	92110	kyoung@mhsinc.org:Kathy Young	619-851-6458
CULVER CAREERS	San Diego	CA	92121	corporate@culvercareers.com:TIMO MASALIN	8582782312
DRESS FOR SUCCESS	San Diego	CA	92101	sandiego@dressforsuccess.org:JOB POSTINGS	6195336014
SER Jobs for Progress/Carlsbad Hiring center	Carlsbad	CA	92008	serjvera@hotmail.com:Jesus Vera/ Eli Siqueros	7609298121
Indio Workforce Development Center	Indio	CA	92201	clint.miller@edd.ca.gov:Clint Miller, emagana@rivcoeda.org:Elena Magana, frederic.straight@edd.ca.gov:null, jason.gilbert@edd.ca.gov:null, jservin@rivcoeda.org:null, wendell.crawford@edd.ca.gov:null, wfrederick@rivcoeda.org:null	760-863-2600
SER Jobs for Progress/Carlsbad Hiring center	Carlsbad	CA	92008	serjvera@hotmail.com:Jesus Vera/ Eli Siqueros	7609298121
WORKABILITY PROGRAM	San Diego	CA	92108	jcook@sdccd.edu:JENNIFER COOK/WORKABILITY COORD	6193886983
South Metro / Grant Hill Branch	San Diego	CA	92102	fnunez@cet2000.org:Fernando Nunez	619-527-4895
Center For Employment Training -- San Diego	San Diego	CA	92102	doram@cet2000.org:Dora Mendivil	619-527-2245
San Diego Braille Club	San Diego	CA	92103	jacksonfundraiser@gmail.com:Jacqueline Jackson	619-298-5021
Cement Masons	San Diego	CA	92103	opcmaiint@opcma.org:Pat Finley	619-291-6930
SAN DIEGO COMMUNITY COED CULTURAL CMPLX	San Diego	CA	92113	delliott@sdccd.edu:DOUG ELLIOT	6193884881
SAN DIEGO VET CENTER	San Diego	CA	92106	michael.groninga@va.gov:DR. KAREN SCHOENSELD	8586421500
San Diego Metro Career Center	San Diego	CA	92105	davidshea@workforce.org:David Shea	619-516-2200
San Diego South Metro Career Center	San Diego	CA	92113	david.patton@edd.ca.gov:David Patton, david.silva@edd.ca.gov :David Silva, joe.muniz@edd.ca.gov:Joe Muniz, rhernand@edd.ca.gov:Ricardo Hernandez, santy.canonizado@edd.ca.gov:Santy Canonizado, steven.segobiano@edd.ca.gov:Steven Segobiano, william.taylor@edd.ca.gov:William Taylor	619-266-4200
DEAF COMMUNITY SVC-SAN DIEGO	San Diego	CA	92103	judy.smith@edd.ca.gov:Judy Smith, naomi.valenzuela@edd.ca.gov:Naomi Valenzula	6192664270
PRESBYTERIAN URBAN MINISTRIES	San Diego	CA	92102	counselor@pumsd.org:ROGER CHRISTIANSEN	6192322753
Able -Disabled Advocacy	San Diego	CA	92103	eddielarazi@yahoo.com:Eddie Tarazi	619-231-5990
USDOL-VETS	San Diego	CA	92126	moran.joseph@dol.gov:Joseph Moran	858-689-6008
Wounded Warrior Project	San Diego	CA	92106	mbarnes@woundedwarriorproject.org:Marcus Barnes, mloubert@woundedwarriorproject.org:Michael Loubert	
US MARINE CORPS TRANSITION ASSISTANCE PROGRAM	San Diego	CA	92140	mina.threat@usmc.mil:MINA THREAT/TAP	6195248440
US NAVY TRANSITION ASSISTANCE PROGRAM	San Diego	CA	92106	charles.l.reed1.ctr@navy.mil:CHARLES REED/TAP	6195538306
ACCESS, INC	San Diego	CA	92111	nlsponner@gmail.com:NONA SPOONER	
CALIFORNIA DEPT OF REHABILITATION	San Diego	CA	92108	mnickers@dor.ca.gov:MELISSA NICKERSON	6197672124
MARINE CORPS AIR STATION MIRAMAR	San Diego	CA	92145	john.e.poole2@usmc.mil:JOHN POOLE	8585774099
CASA DE SERVICIOS	San Diego	CA	92154	casa_serv13@hotmail.com:JORGE ARANGURE	6194231901
VETERANS VILLAGE OF SAN DIEGO	San Diego	CA	92110	ken.rae@vvsd.net:Ken Rae	6194970142
Troops to Engineers	San Diego	CA	92182	jpederson@mail.sdsu.edu:Josh Pederson	619-594-5849
Home Start, Inc	San Diego	CA	92105	SSimmer@home-start.org:Sandra Simmer	6192293660
Center for Employment Opportunities	San Diego	CA	92101	info@ceoworks.org:null	619-318-2117
Urban League Of San Diego County	San Diego	CA	92102	ceo ray king ray.king@sdul.org:Maurice D	619-263-3115
National Association Of Women In Construction (Nawic) San Diego Chapter #21	San Diego	CA	92110	pbrown1@san.rr.com:Pat Brown	858-354-1175
EMPLOYMENT & COMMUNITY OPTIONS	San Diego	CA	92108	kmavel@communityoptions.org:Kristine Marvel, mhorttor@communityoptions.org:Myles Horttor	619-285-1791
Society Of Women Engineers	San Diego	CA	92123	president@swesandiego.org:Mandira Sudame	212-509-9577
PARTNERSHOPS WITH INDUSTRY	San Diego	CA	92108	jnewman@pwiworks.org:SENIOR PLACEMENT SPECIALIST	6196811999
San Diego Workforce Partnership	San Diego	CA	92105	ernestorivera@workforce.org:Ernest Rivera	
Catholic Charities Diocese of San Diego Refugee Services	San Diego	CA	92120	mmartin@ccdsd.org:Martha Martin	6192879454
Union of Pan Asian Communities	San Diego	CA	92102	lpassons@upacsd.com:JOB POSTINGS	6192326454
Mental Health Systems	San Diego	CA	92110	kyoung@mhsinc.org:Kathy Young	619-851-6458
CULVER CAREERS	San Diego	CA	92121	corporate@culvercareers.com:TIMO MASALIN	8582782312
DRESS FOR SUCCESS	San Diego	CA	92101	sandiego@dressforsuccess.org:JOB POSTINGS	6195336014
SER Jobs for Progress/Carlsbad Hiring center	Carlsbad	CA	92008	serjvera@hotmail.com:Jesus Vera/ Eli Siqueros	7609298121
Indio Workforce Development Center	Indio	CA	92201	clint.miller@edd.ca.gov:Clint Miller, emagana@rivcoeda.org:Elena Magana, frederic.straight@edd.ca.gov:null, jason.gilbert@edd.ca.gov:null, jservin@rivcoeda.org:null, wendell.crawford@edd.ca.gov:null, wfrederick@rivcoeda.org:null	760-863-2600

FCC Source Evaluation Report

FCC Unit: 0561 San Diego

County/State: San Diego CA

Vacancies filled from: 5/18/2016-8/31/2016

Source Description	# Applicants	# Interviews	# Hires
ATWCC : Ad - Time Warner Cable Careers Channel	7	7	7
DCBR : Direct Sourcing - Careerbuilder	1	1	1
FCTG : Referral - Referred by a Time Warner employee	2	2	2
FTWC : Referral - TW Cable Employee Referral	47	47	44
IJBZR : Ziprecruiter- Internet job board	2	2	2
NCBC : Internet - Career Builders	1	1	1
NCRG : Internet - Craigslist.com	2	2	2
NIND : Internet - Indeed	28	28	25
PCTG : Former Employee - Former employee of a Time Warner company	1	1	1
QTWC : Internal - From Time Warner Cable	14	14	14
WATW : Website - TimeWarner Careers	36	36	33
WCTG : Website - Directly through this Time Warner Career site	2	2	2
Website - Internal Opportunities	137	49	0
Website - TimeWarner Careers	692	102	1
WINT : Website - Internal Opportunities	1	1	1
Total:	973	295	136

FCC Sourcing Report

FCC Unit: 0561 San Diego

County/State: San Diego, CA

Vacancies filled from: 5/18/2016-08/31/2016

Requisition #	Job Title	Source Description	# Applicants	# Interviews	# Hires
177493BR	Tech 1, Maintenance Nonexempt	QTWC : Internal - From Time Warner Cable	1	1	1
		Website - Internal Opportunities	4	4	0
177598BR	Supervisor, Maintenance Exempt	QTWC : Internal - From Time Warner Cable	1	1	1
177721BR	Rep 1, Customer Care Nonexempt	FTWC : Referral - TW Cable Employee Referral	12	12	11
		IJBZR : Ziprecruiter- Internet job board	2	2	2
		NCRG : Internet - Craigslist.com	2	2	2
		NIND : Internet - Indeed	8	8	7
		WATW : Website - TimeWarner Careers	18	18	16
		Website - TimeWarner Careers	64	7	0
177761BR	Trainer (Cust Care & Sales) Exempt	QTWC : Internal - From Time Warner Cable	1	1	1
		Website - Internal Opportunities	4	4	0
177821BR	Account Executive Major Comm Exempt	FCTG : Referral - Referred by a Time Warner employee	1	1	1
		Website - TimeWarner Careers	4	1	0
177898BR	Supv, Inbound Sales Movers Exempt	QTWC : Internal - From Time Warner Cable	1	1	1
		Website - Internal Opportunities	3	3	0
177899BR	Tech 4, Installation/Service Nonexempt	QTWC : Internal - From Time Warner Cable	1	1	1
		Website - Internal Opportunities	12	6	0
		Website - TimeWarner Careers	3	2	0
178106BR	Tech 1, Installation Nonexempt	NIND : Internet - Indeed	1	1	1
		Website - TimeWarner Careers	15	6	0
178107BR	Tech 1, Installation Nonexempt	FTWC : Referral - TW Cable Employee Referral	2	2	2
		NIND : Internet - Indeed	4	4	3
		PCTG : Former Employee - Former employee of a Time Warner company	1	1	1
		QTWC : Internal - From Time Warner Cable	3	3	3
		Website - Internal Opportunities	1	1	0
		Website - TimeWarner Careers	38	19	0
178196BR	Coord, Sales Nonexempt	WCTG : Website - Directly through this Time Warner Career site	1	1	1
		Website - Internal Opportunities	2	1	0
		Website - TimeWarner Careers	3	1	0
178272BR	Rep 1, Sales Inbound Movers Nonexempt	ATWCC : Ad - Time Warner Cable Careers Channel	3	3	3
		DCBR : Direct Sourcing - Careerbuilder	1	1	1
		FTWC : Referral - TW Cable Employee Referral	6	6	6

		NIND : Internet - Indeed	5	5	4
		QTWC : Internal - From Time Warner Cable	1	1	1
		Website - Internal Opportunities	2	1	0
		Website - TimeWarner Careers	57	17	0
178284BR	Coord, Recruiting Nonexempt	WATW : Website - TimeWarner Careers	1	1	1
		Website - Internal Opportunities	4	0	0
		Website - TimeWarner Careers	53	2	0
178339BR	Rep 1, Customer Care Nonexempt	FTWC : Referral - TW Cable Employee Referral	13	13	11
		NCBC : Internet - Career Builders	1	1	1
		NIND : Internet - Indeed	5	5	5
		WATW : Website - TimeWarner Careers	6	6	5
		Website - TimeWarner Careers	107	14	0
178435BR	Supervisor, Install & Service Exempt	QTWC : Internal - From Time Warner Cable	2	2	2
		Website - Internal Opportunities	5	4	0
178597BR	Specialist, Retail Sales Nonexempt	Website - Internal Opportunities	2	0	0
		Website - TimeWarner Careers	12	0	0
178694BR	Tech 1, Broadband Svcs Nonexempt	QTWC : Internal - From Time Warner Cable	1	1	1
		Website - Internal Opportunities	3	2	0
		Website - TimeWarner Careers	8	0	0
178729BR	Lead, Customer Care Nonexempt	Website - Internal Opportunities	11	11	0
		WINT : Website - Internal Opportunities	1	1	1
178731BR	Tech 1, Advanced Services Nonexempt	QTWC : Internal - From Time Warner Cable	1	1	1
		Website - Internal Opportunities	8	0	0
178862BR	Rep 1, Direct Sales Exempt	FTWC : Referral - TW Cable Employee Referral	2	2	2
		WCTG : Website - Directly through this Time Warner Career site	1	1	1
		Website - TimeWarner Careers	31	4	0
178939BR	Rep1, HSD Support Nonexempt	Website - Internal Opportunities	17	0	0
179034BR	Rep 1, Direct Sales Exempt	FTWC : Referral - TW Cable Employee Referral	3	3	3
		WATW : Website - TimeWarner Careers	2	2	2
		Website - TimeWarner Careers	8	2	0
179287BR	Dir, Human Resources I Exempt	QTWC : Internal - From Time Warner Cable	1	1	1
		Website - Internal Opportunities	4	4	0
		Website - TimeWarner Careers	47	0	0
179444BR	Rep 1, Customer Care Nonexempt	FTWC : Referral - TW Cable Employee Referral	5	5	5
		NIND : Internet - Indeed	2	2	2
		WATW : Website - TimeWarner Careers	9	9	9
		Website - Internal Opportunities	2	0	0
		Website - TimeWarner Careers	63	5	0

179585BR	Rep 1, Retention Nonexempt	ATWCC : Ad - Time Warner Cable Careers Channel	4	4	4
		FTWC : Referral - TW Cable Employee Referral	3	3	3
		NIND : Internet - Indeed	2	2	2
		Website - TimeWarner Careers	87	12	0
179598BR	Specialist, Retail Sales Nonexempt	Website - TimeWarner Careers	4	0	0
179685BR	Mgr, Direct Sales - DSR Exempt	Website - Internal Opportunities	6	4	0
		Website - TimeWarner Careers	6	0	0
179689BR	Supv, Direct Sales - DSR Exempt	Website - Internal Opportunities	6	0	0
		Website - TimeWarner Careers	3	0	0
179819BR	Dir, Field Business Planning Exempt	Website - TimeWarner Careers	6	0	0
179833BR	Account Executive 1 Commercial Exempt	Website - Internal Opportunities	4	1	0
		Website - TimeWarner Careers	10	3	1
179904BR	Specialist, Retail Sales Nonexempt	Website - TimeWarner Careers	2	0	0
180004BR	Tech 1, Maintenance Nonexempt	Website - Internal Opportunities	25	0	0
180011BR	Dir, Field Engineering Exempt	Website - Internal Opportunities	5	3	0
		Website - TimeWarner Careers	10	3	0
180098BR	Spec, Recruiting Exempt	Website - TimeWarner Careers	31	4	0
180177BR	Field Business Plan Analyst Exempt	Website - Internal Opportunities	3	0	0
		Website - TimeWarner Careers	3	0	0
180184BR	Mgr, Field Business Plannning Exempt	Website - Internal Opportunities	4	0	0
		Website - TimeWarner Careers	1	0	0
180368BR	Rep 1, Customer Care Nonexempt	Website - TimeWarner Careers	11	0	0
180438BR	Rep 1, Retention Nonexempt	FCTG : Referral - Referred by a Time Warner employee	1	1	1
		FTWC : Referral - TW Cable Employee Referral	1	1	1
		NIND : Internet - Indeed	1	1	1
180505BR	Dir, Human Resources I Exempt	Website - TimeWarner Careers	5	0	0
Grand Total			973	295	136